

**San Jose Police Officers' Association
2007-2008 Total Compensation Profile**

TOP STEP SERGEANT¹

	<u>Annual</u>
Base Pay	\$105,352.00
Holiday-In-Lieu (5.623%)	\$5,923.94
Anti-Terrorist Training Pay (5.00%)	\$5,267.60
Post Pay - Advanced (7.50%)	\$7,901.40
Uniform Allowance (\$675/Year)	\$675.00
Total Cash Compensation²	\$125,119.94
Retirement Contribution (28.90%)	\$30,446.73
Unemployment Insurance	\$10.54
Health Insurance ³	\$11,703.84
Dental Insurance (PPO) ³	\$1,133.52
Life Insurance	\$48.00
EAP	\$253.32
Other Benefits	\$43,595.94
Total Pay and Benefits⁴	\$168,715.89

Notes and Comments

¹ Sergeant classification is eligible for overtime under POA contract.

² Does not include other premium pays an individual employee may receive.

³ Assumes employee is enrolled in family health and dental.

⁴ Does not include value of paid sick leave and paid vacation leave.